



News From

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Biggert Introduces “Comp Time” Flexibility Bill

Legislation Helps Working Men and Women Balance Work and Family

Washington, DC – U.S. Representative Judy Biggert (R-IL13) today introduced legislation allowing private sector employees the option to choose paid time off as compensation for working overtime hours. This flexible working arrangement is known as “comp time.”

Biggert’s bill, the Working Families Flexibility Act, removes obstacles in current federal law that prevent many employers from providing hourly paid workers increased flexibility to voluntarily choose to spend more time with family, attend teacher conferences, extend maternity and paternity leave, or tend to other family needs that may arise.

“There are more and more two-earner families and more women in the workplace than ever before – they want flexibility and they should have it,” said Biggert. “Giving employees the option of using some of their overtime benefits to take time off to meet with their kids’ teachers or see their soccer game just makes sense.”

While the option of offering comp time to employees has been available to federal employees since 1985, efforts to extend the option to the private sector have been stymied. The Biggert bill allows private sector employees to accrue up to 160 hours of comp time in a 12-month period. The choice to take comp time instead of overtime pay will be voluntary on the part of the employee and require mutual consent about the decision.

“I am a strong proponent of ‘comp time’ because it provides a powerful new tool to help working women balance the needs of their career and family,” said Biggert. “Many factors impact working women and their pay, including career choices by women who wish to devote greater time to their families – decisions that often mean taking time away from a career.”

“Women should not have to sacrifice family at the expense of work,” added Biggert. “This bill will help ensure that they don’t have to make that choice.”

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The Working Families Flexibility Act will be referred to the House Education and the Workforce Committee, of which Biggert is a member.

The 33 original cosponsors of the legislation include House Education and the Workforce Committee Chairman John Boehner (R-OH08), Subcommittee on Workforce Protections Chairman Charlie Norwood (R-GA10), and U.S. Representative Cass Ballenger (R-NC10) who sponsored identical legislation that passed the U.S. House of Representatives in the 105th Congress.

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